

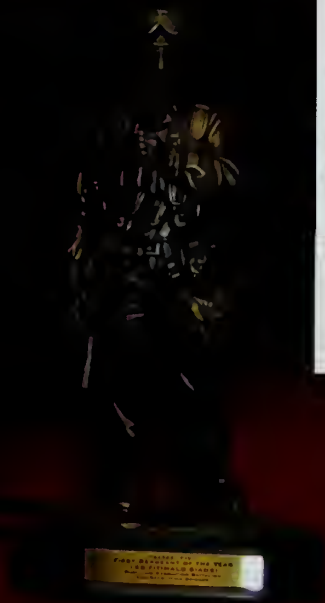
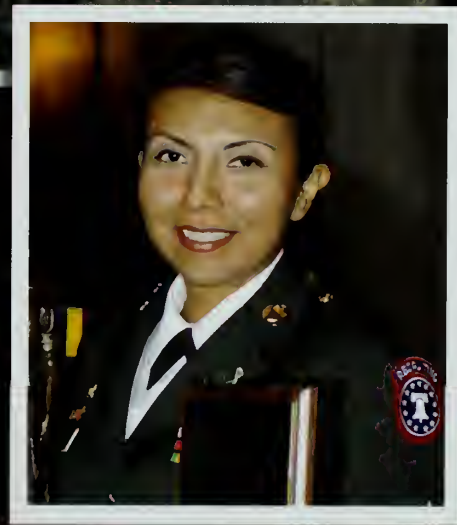
RECRUITER

United States Army Recruiting Command December 2007

Journal



Excellence in Recruiting Annual Awards



RECRUITER Journal

U.S. Army Recruiting Command

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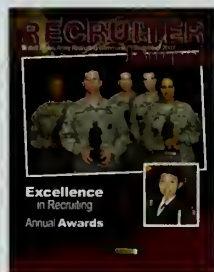
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A Time to be Thankful

Happy holidays and season's greetings! The holiday season is a time to be thankful for the many things that have gone well throughout the year.

First of all, I am most thankful for Family. Without the support of our recruiting Families, the success in FY 07 would not have been possible. During this holiday season, let's share with our Families the appreciation we feel for their support.

Showing concern for the safety of our Family members and our recruiting team members tops the list of ways to demonstrate appreciation. Weather conditions can change rapidly during the winter months, making it important that leaders use composite risk management to identify driving hazards and control the risks involved in traveling during the holidays.

Secondly, we can be thankful for the support of our Army during the past year. Senior Army leaders responded when we asked for expansion of the \$2,000 referral bonus, allowing Soldiers, Future Soldiers, retirees and Department of the Army civilians the eligibility to participate. Our leadership acted on the \$20,000 quick-ship bonus, which brought qualified applicants into recruiting stations across the country.

There are additional reasons we can be thankful. Gold Badge recruiters returned to help accomplish the mission, we had a surge of HRAPs and we offered a \$20,000 Reserve bonus, the largest in history. All of the above contributed tremendously to the 175,000 men and women who enlisted in the active Army, Army Reserve and National Guard, a fact that America should be rightfully proud of.

Thirdly, Congress has understood the challenges the Army and the military face in recruiting the all-volunteer force. They have been willing to provide resources to move forward with new benefits, as well as the resources to offer recruiters an additional avenue for physical fitness. Free memberships in local gyms became effective Nov. 1, and in some cases Family members can be included in the memberships.

USAREC is moving out with our own initiatives to help with the upcoming year. To train the force, we are placing two application trainers in each battalion. They will provide the needed expertise and software training for new applications, making the learning curve shorter and less stressful and at the same time providing recruiters with a quick and easy way to stay updated on the latest technology. We are pushing forward



Maj. Gen. Thomas P. Bostick

“During this holiday season,
let's share with our
Families the appreciation
we feel for their support.”

with Recruiter Zone training, as well as the e-planning guide, so that recruiters can become proficient in much less time.

As we head into the new year, we can be thankful for the opportunity to serve in and for a great Army, the greatest in the world. It is an Army of professional volunteers who continue to demonstrate a Warrior Ethos that knows no bounds in an era of persistent conflict. It is an Army backed by a great team of civilians, spouses and Family members who have supported their Soldiers every step of the way. We can be thankful for the Soldier on point for the nation, whether in combat or non-combat operations who continues to make the military the organization in which Americans have the most confidence.

As we come to the end of this calendar year, I wish you and your Family a joyous holiday season and a safe and happy new year!

2007 2008

From One Successful Year to Another

As a command, when we look back on 2007, we can do so with an immense amount of pride and satisfaction about a job well done for our Army and our nation. Once again, your efforts have provided the strength for an all-volunteer Army in a time of war.

Not only were you successful, you achieved such in the midst of admittedly arduous conditions. In the end, you proved you have what it takes which is an unlimited amount of perseverance and intestinal fortitude.

As we close out 2007 and look forward to 2008, I see many opportunities to achieve the next level of excellence. First, we have identified several ways we can improve our reception and integration program for our Soldiers and their Families. As we all know, the initial integration into any unit in our Army is important. It establishes the tone and climate for the ensuing assignment and must be executed with a sense of purpose, caring and diligence by all involved.

As Maj. Gen. Bostick mentions in his article, training within the ranks will continue to have its rightful place in the command. There will be additional emphasis placed on sustainment training with an organizational restructuring of the Recruiting and Retention School-



Command Sgt. Maj. Martin Wells

Training. This will ensure that timely and effective training efforts are sustained throughout the year in order to increase the opportunities for success at all levels.

I have also received approval from the CG to host a USAREC CSM/SGM conference in 2008. This event will provide an opportunity for the most senior NCOs in USAREC to gather and address important issues that affect both Soldiers and their Families.

There will be many other initiatives throughout this year which will prove beneficial to those within our ranks. All things considered, 2008 promises to be a year replete with opportunities for success as we continue to forge ahead with an extremely important mission for our Army and nation. I extend my fondest wishes to you and your Families for a blessed holiday season and look forward to another great year for this command. I am proud to serve by your side.

“ Training within the ranks will continue to have its rightful place in the command. ”

The Martha-Mary Paradox

We live in a world of paradox. We see two different things at once that don't go together.

Think about all that is contained in the days between Thanksgiving and Christmas. On Thursday, we sat down with great delight to the most wondrous feast of the year. But two days later, I dare say the exact same food evoked much less joyous emotions.

What a paradox.

There are many paradoxes in our culture. There is a paradox in the scriptures that might be a good reminder for us as we zoom through this most wonderful time of the year. It's a story about two sisters, Mary and Martha, with two very different personalities.

One sister knows how to run a kitchen. She knows what she is doing as she prepares the food for a crowd. The crowd is in the next room laughing and sounding like they are having a pretty good time. But Martha isn't.

In fact, despite what a wonderful time this should be for Martha, much like the wonderful time the holidays should be for each of us, resentment is building.

You can almost hear her saying, "That Mary. Here I am alone in the kitchen while she's out there enjoying the family."

The other sister, Mary, is sitting on the floor, just listening and visiting with the guests. Seemingly without a care in the world, or an awareness of just how hectic things should be at this very moment.

Martha can't take it anymore. So she goes off verbally against her sister.

We would say that Martha was the focused one. She knew what needed to be taken care of. She was checking items off her "to-do" list. But the perception of others was that she was being distracted.

Then something happens. The ice is broken. The problem is not that the family was visiting for the holidays. The problem is Martha's heart. Her problem was that she had a heart filled with worry and trouble.

We need to ask ourselves, what our hearts are filled with? Is it filled with the thoughts of sitting around visiting with family and friends and enjoying a religious service for the holidays?

Or is it filled with worry?



Chaplain (Lt. Col.) Terry Whiteside

Martha wanted to do the right thing. But her heart was wrong. As a result she turned from being a happy servant into a beast of burden. She was worried about cooking, worried about pleasing others and worried about too much.

But here is the paradox to this whole story: originally, Martha was worried about something good. She's having the family over for dinner. Her aim was to please everyone. But she made a common, yet dangerous mistake. As she began to work, her work became more important than anything else. What began as a way to serve others, slowly became a way to serve self.

Sometimes we get so caught up in the rush of our missions that we forget the human element of who we are and who we are dealing with. The same is true with this time of season, the holiday is not taken away, but the joy of the holiday is missing.

Then we will do what Martha did, and we will become full of worry and trouble. We still have to accomplish so many things.

Every home, every command and every event needs a Martha. Sleeves rolled up and ready. Because of people who are like Martha, the mission is accomplished. You don't appreciate this type of person until one of them is missing and everyone else is scrambling around looking for the keys, the paperwork, addresses, etc.

Let me ask you . . . as the holidays rapidly approach, are you prone to be a Martha or a Mary?

Some of you are probably saying, "I'm not ready for the holidays, and where did the year go?" Guess what? The holidays are here! So with the number of days dwindling and the mission requirements still with us, maybe what we need to do is just take a moment, take a deep breath, rejoice in our lives, thank God for all that we have, and relax in the knowledge we have done all that we can. And now is the time to enjoy ourselves.

May God richly bless you and your families during this season.

THE WAY I SEE IT

Waivers

Dear TWISI,

I am looking for a clarification on how USAREC looks at FTAs and bench warrants on misdemeanor offenses. I continually get told the following: if my applicant has a DUI and an FTA, then the FTA is equivalent to the DUI, therefore, the applicant has a DUI times two, or two misdemeanors.

But when the applicant has the following charges he is disqualified permanently, according to my battalion waivers clerk. One DUI (guilty) with bench warrant which was issued and recalled. One criminal trespassing (guilty), one possession of marijuana (guilty) and one possession of drug paraphernalia (guilty) on same date. I see this as four MSDs but I am getting told this is five MSDs and no waiver allowed. Which is it?

AR 601-210 says in 4-9 h — disobeying summons, failure to appear for other than traffic — is a typical minor non-traffic offense.

From my understanding, contempt of court is different than failure to appear.

What I am looking for is the exact definition according to USAREC for contempt of court, failure to appear and a bench warrant.

Any clarification will be helpful.

Respectfully,
Staff Sgt. Kelly Copas
Owensboro station

Dear Staff Sgt. Copas,

Thank you for your input to The Way I See It program. The question you submitted is in reference to AR 601-210, Chapter 4. You stated that you would like clarification on failure to appear charges.

In response to your concerns we reviewed AR 601-210 paragraph 4-9. Failure to appear for charges other than traffic is a minor non-traffic. Contempt of court is a different charge with varying levels, depending on the level of the original charge.

Thank you for allowing me to address your interest by using The Way I See It. Your questions and concerns are appreciated. For further information contact Sgt. 1st Class Theodore Ingram at (502) 626-1748 or e-mail at Theodore.Ingram@usarec.army.mil.

Sincerely,
Col. Renee T. Finnegan
Chief of Staff

No NCO RPIs

Dear TWISI,

I'm looking to improve our marketing support for the recruiters through RPIs/posters/advertisements. I have been in recruiting for almost six years and have come across numerous and countless RPIs and posters with regards to becoming an officer, warrant officer, West Point candidate, ROTC enrollment, etc. However, I have not yet seen one RPI about becoming a noncommissioned officer and the important role that each and every NCO has in the United States Army.

Many prospects do not meet the threshold of an officer, however would make an outstanding noncommissioned officer. Will our recruiting force ever see a RPI/poster/advertisement on how to become the backbone of the United States Army?

Thank you for your time,
Sgt. 1st Class Michale Basler
Rockville station commander

If you have an issue
you would like to have
addressed through
The Way I See It, e-mail
TWISI@usarec.army.mil

The chief of staff will answer
all messages and select items
will appear
in Recruiter Journal.

Dear Sgt. 1st Class Basler,

Thank you for your input to The Way I See It program concerning a need to focus recruiting publicity items and recruiting posters on becoming a noncommissioned officer in the U.S. Army. You note that many RPIs and posters highlight the advantages of becoming an officer or warrant officer but none feature the important role of the NCO.

Recruiting publicity items, posters and other recruiting station merchandising products are specifically designed to interest and inform prospects about missions for which we recruit. Of course, the Army does not recruit NCOs; however, various information materials demonstrate to prospects and influencers the fact that Army service provides leadership opportunities both during an Army enlistment and following Army service.

As a reflection of this Army Strong leader ethic, USAREC is providing NCO Creed posters for optional posting (space available). This poster is a strong expression of the Army NCO ethic and should be of benefit in inspiring prospects.

If you should have any questions, I recommend you make full use of the chain of the command to help you.

Sincerely,
Col. Renee T. Finnegan
Chief of Staff

Tutoring 101

Learn all you need to implement a March 2 Success program

By Richard Campbell, Vital Marketing Field Marketing Representative

In 2002, March 2 Success was developed as a free, no obligation tool to help anyone improve their standardized test scores in the areas of English, math and science. M2S can also help improve test taking skills. There are a variety of strategies and best practices that can aid recruiters in implementing the program more effectively. Although Army regulation prohibits recruiting personnel participating in applicant study preparation or recommending any type of activity that will assist applicants with improving ASVAB scores, they may inform applicants about M2S and other Internet test preparation resources.

To help leverage the program, USAREC recently issued an operation order providing expanded M2S support ideas. The new strategy directs the field to establish tutoring centers for those who have done poorly on or seek to prepare for the ASVAB. Local high schools, colleges, community centers, commercial tutoring centers and libraries provide great locations for civilian tutors to meet with students and teach the principles of M2S.

Since inception, the field has worked to leverage the program by sharing M2S with prospects and supplementing with unique methods locally. The following are best practices, as well as real-life examples from those on the front lines.

For more information on leveraging M2S or to share best practices, contact your battalion education services specialist.

Create and use tutoring centers.

- Harrisburg Battalion has partnered with Job Corps to set up centers at their facilities.
- Pittsburgh Battalion has tutoring services set up with Sylvan Learning Center, Huntington Learning Center and the Alle-Kiski Learning Center Inc.
- Chicago Battalion has established tutoring centers at four stations with 50 students enrolled in the program.

Leverage M2S to engage schools in student ASVAB testing.

- Following a presentation of the M2S and student ASVAB programs by Phoenix Battalion, a school decided to accept both programs into their curriculum for all juniors.
- After an M2S presentation, a high school within Houston Battalion set aside 45 minutes each day for 45 days for students to use M2S. Upon completion of the trial, the school allowed student ASVAB testing.

Help schools use the program to assist with internal challenges.

- In Houston Battalion, the faculty at a high school has begun using M2S during detention to facilitate learning when students are not in class.
- A school within Chicago Battalion added M2S to study halls. This approach was a result of a new feature, which allows teachers to monitor students' performance.

Be aware of broader marketing capabilities surrounding the program.

- The advertising and public affairs chief for Columbus Battalion has decided to incorporate M2S messaging in local advertising initiatives. Ads in a high school sports program include, "You've trained hard for the big game, now study hard for the big test." Posters in front of the recruiting stations read, "Free help with SAT and ACT. Ask me how."
- Sacramento Battalion is working with a daily newspaper on a story highlighting students who have increased their test scores as a result of working with M2S.

Take it to the top.

- Members of Phoenix Battalion met with the state superintendent and decided to implement M2S in several schools across the state, strengthening relationships as well as leveraging the program.

Aid schools in discovering the benefits of adding M2S to their curriculum.

- Harrisburg Battalion sent letters to principals with information about M2S, which resulted in a meeting with staff at a local school. Once the faculty had a clear understanding of the merits and benefits of the program, the school elected to include M2S in its fall curriculum.
- Following the conclusion of a test year at a school within Baton Rouge Battalion's area, students increased their state exam scores from a 17 average to a 29 average.

Encourage schools to promote M2S by having it available in the computer lab after school.

- In Sacramento Battalion, high school computer labs are being used as after-school student education support tools.
- Computer labs with M2S can also be found in Harrisburg, Chicago and Jackson battalions.

When the brigades speak, people listen.

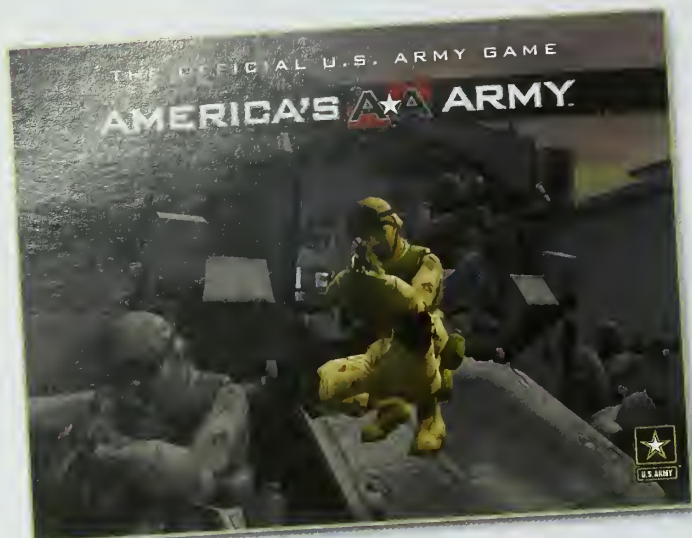
- 2d Brigade recently issued the Win In The Schools operations order directing battalions to develop positive and effective methods to work with area high schools.

Market the program.

- Send letters, brochures and flyers to principals of local schools with information about M2S.
- Schedule school visits to talk only about M2S.
- Leverage the success of M2S from one school to another.
- Place information and links about M2S on high school Web sites.
- Encourage teachers to inform parents about the program.
- Inform superintendents about M2S successes.
- Share ideas, challenges and best practices with colleagues.
- Continue using Planning for Life and Strong for Life to disseminate information.



Sacramento Battalion hired tutors to assist potential recruits who did not achieve a qualifying ASVAB score. The tutoring program uses March 2 Success. *Photo by Steve Maher*



America's Army

Future Soldier Trainer now available

By Robert Nichols, Training directorate

USAREC G3, G6 and the Training Division teamed up with John H. Northrop Associates and Laser Shot to deliver an America's Army-Future Soldier Trainer support package, which is now available on the USAAC Learning Management System under "A Hot Item of Interest."

The AA-FST Training Support Package includes:

- A seven-part video production on assembly, calibration, operation and disassembly
- Future Soldier Trainer event support Web site for posting and sharing Future Soldier Trainer/America's Army LAN parties
- USAREC America's Army-Future Soldier Trainer Deployment Operations Order
- America's Army Part One (PowerPoint show on playing America's Army)
- America's Army Part Two
- America's Army Quick Start Guide on setting up America's Army LAN parties
- Quick Start Guide: Getting started with America's Army Server Manager
- America's Army Quick Start Guide: Combat Controls Overview

Helping to reduce attrition in basic training and increase recruitment, a self-contained, portable, highly deployable America's Army-Future Soldier Trainer is designed to help Future Soldiers familiarize themselves with common tactical tasks and training before arriving in front of the drill sergeant. This motivating virtual 3D multimedia environment will capture the attention of any Future Soldier and challenge the most enhanced gamer or seasoned Soldier. With the variety of scenarios, the America's Army-Future Soldier Trainer provides maximum flexibility to deliver an Army experience to Future Soldiers.

In addition to the America's Army-Future Soldier Trainer Training Support Package posted on the USAAC LMS, 24 /7 consulting services and additional training, coaching and mentoring are available to assist recruiting personnel at all levels to better understand the wide variety of uses for the game, to include Army Game laptop support.

For more information, contact Bo Scott at boscott@cox.net or call (757)-310-7782; or contact Rob Lee at rob.lee@JHNA.com or (702)-353-5921 at John H. Northrop Associates.

Quick Time, March!

Army funds gym memberships for remote recruiters

By Mary Kate Chambers, RJ associate editor

Get ready to get your PT on.

After years of hearing the buzz about memberships at commercial gyms, the funding has finally come through. The Army has allotted \$3.2 million for far-flung recruiters to have access to civilian fitness centers, and not (primarily) for prospecting, either. The idea is to improve well-being and increase fitness levels.

Col. Tracy Cleaver, commander of 3rd Brigade, said during his visits to recruiting stations, he was often asked when the money would be available to fund the memberships. He said many recruiters were taking that cost upon themselves.

"A lot of recruiters, a large percentage, have been paying for their own gym," said Cleaver. "This will put money back in their pockets." He also said some of his battalions had been known to use part of their operational dollars on memberships before the Army funding was approved.

While there are dozens of major military installations across the United States, roughly two-thirds of the Soldiers in USAREC are away from installation support, according to Marty Skulas, Soldier and Family Assistance Program manager. It's those Soldiers that the program is targeting.

Beginning Nov. 1, brigade commanders were authorized to begin the process of establishing memberships for recruiters in duty stations located more than 20 miles from a military installation. Others within that distance are encouraged to use on-post facilities.

In setting up these memberships as civilian sites, the idea is to ensure all Soldiers are "provided the same or better level of physical fitness center support received on an installation to reduce stress and improve their well-being," according to the operations order.

Skulas said providing that equitable standard of living is important to those on recruiting duty. He said they should know that they are not "left behind while they are supporting a mission that is so vital to the nation."

In addition to leveling the playing field between recruiters near installation support and those who are not, the training, physical fitness and readiness benefits are great. As Cleaver said, "it's part of our requirement as Soldiers."

And lest the mission be set aside, Skulas pointed out "the USAREC angle."

"It puts recruiters into fitness centers where they might come into contact with prospects," he said. "As a gym member,

prospecting might come easier because you're living the life, not standing by interviewing."

Indeed fitness centers could be good places to find prospects. But Cleaver said it also puts the recruiter in the community.

"I think it will be a great way to prospect," he said. "Just to get known in the community as well. If nothing else, if you're not prospecting, you're probably going to be able to build some COIs."

But when the demands of the mission start to bear down, going to the gym will still be good for the Soldier's mind and body, said Cleaver.

"The stresses of recruiting - what better way to reduce some of that stress than physical exercise," he said.

During the Annual Leaders Training Conference in October, Maj. Gen. Thomas Bostick, USAREC commanding general, stressed the importance of daily physical fitness.

"Our Soldiers represent the Army," he said. "They are ambassadors for the Army. Beyond that it's good for your health. So let's make a commitment to do something physical every day."

Cleaver said he expects the memberships to help by providing a central, climate-controlled place to work out and allowing leaders to confirm PT efforts.

Though spouses, families and civilian employees are not currently covered by the government-funded program, in cases where there is no increased cost to the Army, DA civilians and family members may use the memberships. Cleaver said he will encourage arrangements with the facilities to allow spouses to join at a free or reduced rate.

"If we can get families where they can have the option to use this, that's a win as well," he said. "Maybe that's the next step we go to. We've got it funded now for the military member. But if we can fund it for the military spouse, it gives them another benefit as well. I think that's the next step that we've got to work toward."



Pvt. Joaquin Sanchez, 46, (center front) reentered the Army after a 23 year break in service. He is pictured here with fellow Soldiers of his 5th Squadron, 15th Cavalry Regiment class at Fort Knox, Ky.

Never Too Late

Story and photo by Walt Kloeppel, RJ associate editor

Joaquin Sanchez, 46, gazed across the room as he reflected on where he had been and where he is now. “What if ... could’ve, would’ve ... happened if I would’ve stayed in when I first went in?” said Sanchez during a break from his cavalry scout training at 1st Armored Training Brigade, Fort Knox, Ky. But after a 23-year break in service, Sanchez is back in.

At age 19, Sanchez knew what hard times were while living in New York City.

“Where I grew up in the South Bronx, it was rough back then. If you couldn’t use your hands, they took your lunch money,” said Sanchez.

Though surrounded by influences of gangs, drugs and violence, Sanchez kept a positive attitude and finished high school by staying active in sports.

“I was All-American. I played football, basketball and track,” said Sanchez.

Local gang members hung out on the street corner every day where Sanchez lived.

“They were dealing drugs, they had the girls, they had the cars, they had so called friends, every year, same corner. they never moved,” said Sanchez.

Because Sanchez was active in sports, he often passed by wearing his sweat suit.

“I always see this guy on the same corner, every year, the same corner,” said Sanchez. “He says ‘oh, look at the welfare boy.’ I was quiet and never looked for trouble or anything like that.”

Sanchez walked silently to school, pondering what to do with his life. “I went to school and I sat there and that gave me the fire — it triggered something,” said Sanchez.

“There was one guy named Hector, skinny guy, he looked like a Poindexter (genius character in Felix the Cat) ... nerds, as we called them back then, smart guys. I made fun of him,” said Sanchez.

He talked to his father about Hector that evening. His father surprised him.

“My father said something to me that stuck in my head, ‘I’d rather sit next to a nerd, because you learn and you get smart like him,’” said Sanchez.

Hector graduated before Sanchez, but returned to the high school one day.

“I was sitting in the lunch room and he (Hector) walked in with the Marines. ‘Oh, that’s Hector, he’s with the Marines!’” said Sanchez.

“I’d rather be a nerd and represent something than nothing,” Hector told Sanchez.

That afternoon as Sanchez headed home, he passed the same gang on the same street corner.

“I said to myself ‘do I want to be like that?’ — to be still water and rot in one spot or flow like a river?”

Sanchez Wanted to Better His Life

Sanchez knew he had to make a decision to better his life. He talked with his father that evening about seeing Hector and how different he was. Sanchez then spoke with his older brother who was in the Army.

“My brother said ‘join the Army, you can get a better life, you get a trade, pick a job, it’s good for you,’” said Sanchez.

Sanchez’s Puerto Rican heritage was one rooted in military history.

His father served 32 years in the Army and his brother served in Vietnam in ’68 and ’69. He also has two cousins, one who is serving in the Navy as a petty officer and the other who was a captain in the Army.

Sanchez talked to his high school counselor and had him set everything up with an Army recruiter. After graduation, Sanchez enlisted in the Army as a 76C, equipment records and parts specialist.

“It was the best experience I ever had,” said Sanchez. That was in 1981.

After serving three years, Sanchez made the decision to get out of the Army to ‘help with family issues.’ His brother had committed suicide and his father had fallen ill. His mother struggled to hold the family together and Sanchez felt it was his duty to help. Things got better and Sanchez got married and moved to Lake Worth, Fla., to raise a family. Sanchez worked a lot of jobs during that time.

His oldest son joined the Marine Corps. Sanchez went to his son’s graduation, proud of his son’s decision to join. When the graduation was over, Sanchez’s son winked at him. He knew what ‘pop’ was thinking. Would’ve, could’ve.

“The reality (was that) I missed the military. I missed the Army because the Army gave me a good life. It gave my dad a good life,” said Sanchez.

On returning home, Sanchez headed to the Lake Worth recruiting station ... at age 45. “My wife looked at me like I was crazy,” said Sanchez.

Sgt. 1st Class Victor Barrera was station commander of Lake Worth at the time and remembered Sanchez well.

“He was a challenge,” said Barrera. “But out of all the recruits I’ve ever had, he was the most motivated. When we called, he was there.”

Sanchez started working out and running to prepare himself for his ‘second chance.’ When Barrera would call Sanchez to bring documents to the station, Sanchez would walk two miles rather than drive, to stay in shape. While some called him crazy, his wife and kids stood behind his decision 100 percent.

His wife said, “I know you — you don’t quit for nothing.”

Sanchez swore in on Aug., 27, as a 19D cavalry scout.

Though he was 45 years old, waiver policy allowed his prior three years of active duty to be deducted from his age, bringing him down to the 42 year old age limit. He then shipped for the Warrior Transition Course in Sante Fe, N.M.

“They broke us in real hard. It was real exciting to go through that course. I was really pumped up but the heat was so intense (Santa Fe), you got tired, but it was great,” said Sanchez.

With the Warrior Transition Course behind him, his next stop was Fort Knox, where his training continued as a cavalry scout. Sanchez reflected on how the Army differed today from his first enlistment in 1981.

“It was more intense (in ’81), more strict, gung-ho, always going forward — a little strategy, with more power. Now it’s a little more technical — a lot of strategy. The Army has improved a lot. The drill sergeants are different. Now the drill sergeants use more psychology. You can yell all you want, it’ll go in one ear and out the other but if you talk with a soft tone, you have to lean forward and pay more attention,” said Sanchez.

The Drill Sergeant as Mentor

“I look at the drill sergeant as a mentor. That’s my mentor, that’s my teacher. He’s teaching me how to survive, he’s teaching me how to make it in whatever difficult situation I’m in, he’s teaching how to think, he’s teaching me how to be agile and diversified. He wants me to make it,” said Sanchez.

Sanchez believes the Army is the true melting pot of America. That only those who enlist truly understand the brotherhood of the institution.

“You meet people from different kinds of places, cultures, religions and at first you look at each other, like yeah, but as the days and weeks progress, they become your friends,” said Sanchez. “We socialize from a stranger, to a friend, and from a friend to a brother.”

Sanchez, now 46, has some advice for other older prospects who may desire to join the Army.

“Age is nothing but a number. Look at George Foreman, 46 years old, heavyweight champion of the world. If you let your dreams die, you die with it. I just got out of the coffin and I’m alive,” said Sanchez.

Sanchez is, once again, living his dream of being a Soldier.

“This is one of my dreams I have, to return home. I call this home — again.”



Learn how
to use the
**Army Parachute
Team**
to reach prospects
and centers
of influence

By Mike Scheck, Chicago Battalion

Chicago Battalion's special guests were falling from the sky, in a good way.

They were participating in tandem skydiving jumps with members of the U.S. Army Parachute Team (Golden Knights).

Tandem jumps serve as an opportunity for local civic and business people to receive a firsthand look at the professionalism, leadership and teamwork of the Army's premier aerial unit.

Participants in Chicago, including civic leaders, school administrators and media personalities from local radio stations, first attended a two-hour jump school taught by the Golden Knights to prepare them for the rigors of skydiving. They were then fitted with jump suits, helmets and the special tandem harnesses used by the Golden Knights.

Finally, they boarded a one-way flight to 13,500 feet.

"After I completed the jump, I felt I could do anything," said Christine Pawlak, a radio personality. Disc jockey Michael McCarthy summed it up best during his recent radio show.

"After all is said and done, I owe the Army a huge debt not only for allowing me to jump out of a plane with them and protecting me from hitting the ground, but for always protecting me from things far worse."

The Golden Knights annually perform before more than 12 million spectators at air shows and sporting events. They also compete in skydiving tournaments worldwide and have garnered 423 national championships and seven world titles.



U.S. Army photos

TANDEM Experience

“The officers and Soldiers of this unit have one common goal: To be the best at what we do and spread the Army message to everyone we meet,” said the Golden Knights’ Command Sgt. Maj. Michael Eitnrear.

The Chicago tandem jump showed an immediate payout for the battalion when Dr. Juan Andrade, the guest host at the Army/Leaders Among Us Kickoff Banquet for Hispanic Heritage Month, related his tandem jump experience to more than 150 Chicago area business leaders.

Tim Turpin, battalion APA, expects even more from the jump.

“We should get a lot of support when we host our educator tour reunion, since a number of teachers from the trip took part in the Golden Knights tandem jump opportunity,” he said.



Photo by Capt. Christopher Harrison

TIPS TO LEVERAGE A GOLDEN KNIGHTS JUMP

By LaShonda Walker, Dallas Battalion

1. Identify a community leader who you want to support recruiting, but may be having difficulty getting an audience with. Invite that person for a tandem jump and ask for a few minutes of time following the jump. You’ll find that most people will not pass up the opportunity! The COI will be elated and excited after the jump, which leads to a positive meeting environment when you talk.

Following his tandem jump, Fort Worth Mayor Mike Moncrief sat down with Dallas Battalion leadership and agreed to co-lead the U.S. Army Dallas/Fort Worth Community Advisory Board.

2. Coordinate with schools that may have limited access policies or may be difficult to work with. Have the Golden Knights do a skydiving presentation during the day on the football field. Depending on the school’s size, recommend involving the entire school or juniors and seniors only. Because the Knights are an elite group and you are only providing the unique opportunity to select schools, schools are likely to be excited about the performance.

As the Knights land, coordinate to allow the students to help them pack their parachutes, giving recruiters an ideal opportunity to interact with students. A tandem jump with the principal, counselor, coach or other school influencer can be coordinated during the presentation, as well. This is a great relationship-builder between the recruiter and COI.

3. Coordinate for the Golden Knights to participate in a ceremony before a high school or college football game. The Knights can jump onto the field carrying the school jersey, a state, school or American flag or even the game ball. Rivalry games with large crowds provide great prospecting opportunities for recruiters.

At the Texas Christian University versus Army football game, the Golden Knights conducted a tandem jump earlier in the day with the university’s chancellor, which was later shown on the video board.

Ropin' Them In

Raleigh Battalion Builds on PBR Event

Story and photos by Jim Hinnant,
Raleigh Battalion

What results when Soldiers, cowboys, bulls and rodeo clowns combine with heady doses of pageantry and patriotism?

For some 20,000 rodeo fans attending the Professional Bull Riders "Built Ford Tough Series" U.S. Army Invitational in Greensboro, N.C., Sept. 14 and 15, the answer was bumps, bruises and a show they won't soon forget.

For Accessions Command, USAREC and Momentum Worldwide, the night's action was the visible culmination of months of planning and work. The goodwill generated and lasting impact made on the audience by the Soldiers, Future Soldiers and ROTC Cadets should yield recruiting return on investment for months to come.

For Lt. Col. Tom Christensen, Raleigh Battalion commander, this was his third PBR and from his viewpoint, the most successful.





“The event coordinators did a superb job synchronizing assets from ROTC, recruiting and Fort Bragg,” said Christensen. “Everyone who attended was impressed.

“We are fortunate to have an event like the PBR in Greensboro as we close out a successful recruiting year,” he said. “This will help build momentum and awareness in an important part of the battalion’s market and get the ’08 recruiting year off to a good start.”

Although Thursday and Friday night’s bull-riding sessions were the most publicly visible parts of the 25th stop in the 2007 series, several other key activities and exhibitions were planned and conducted by the USAAC/Momentum team:

- School visits. James B. Dudley and Southern Guilford high schools, both key high schools in the Greensboro market, were selected for visits by the 82d Airborne Division All-American Chorus and Army-sponsored cowboy Mike Lee. Each resulted in good leads and center of influence generation.

- Cowboy Strength Program. Approximately 200 members of the North Carolina Future Farmers of America representing eight North Carolina high schools attended this day-long event Sept. 14. The students attended sessions where they heard guest speakers, including PBR chief executive officer Randy Bernard, PBR entertainer Flint Rasmussen and Army-sponsored cowboy Austin Meier. The students received tickets for the Friday night PBR performance.

- Media interaction. Local TV network affiliates interviewed Lee and Meier and Col. David Lee, USAAC G7/9, during the FOX national coverage of the Saturday night session.

- Centers of Influence. Thirteen key educators, business professionals and civic representatives were treated to a reception and dinner where they met eight Future Soldiers, five prospective Soldiers and members of the USAAC/Momentum Worldwide team. Lee and Randy Bernard joined Christensen in welcoming the guests and saluting the Future Soldiers. Lee challenged the Future Soldiers and prospects to take the Army

Strong challenge to heart.

Raleigh Battalion’s H3 was displayed inside the main entrance to the coliseum’s concourse. On their way to arena seating, fans stopped by interactive kiosks featuring the Winston-Salem Company’s Future Soldier Trainer and ID tag machines. They also registered to win U.S. Army belt buckles.

The show began with patriotic songs by the 82d Airborne Division’s All-American Chorus.

Saturday night’s opening pageantry also gave the audience an opportunity to show their appreciation for heroes of today – and tomorrow. As the crowd went silent, Capt. Alton Williams, commander of the Winston-Salem Company, administered the oath of enlistment to the eight Future Soldiers.

Wounded combat veterans from Fort Bragg were recognized, and Operation Enduring Freedom and Operation Iraqi Freedom combat veterans from Fort Bragg formed a cordon. The near-capacity crowd roared with appreciation as each bull rider passed through it and as each cowboy was introduced.

The U.S. Army Special Operations Command rappelling team wowed the crowd in the darkened arena with a “vertical entry.”

Pyrotechnics, patriotic music and pageantry complete, it was time for bumps and bruises as the cowboys reclaimed the arena.

The U.S. Army team, Army cowboys Mike Lee and Austin Meier, and the USAREC/Momentum partnership came away winners with another complex event successfully run and thousands of fans knowing what it means to be Army Strong.



Top: Capt. Alton Williams administers the enlistment oath to eight Future Soldiers Sept. 15, in Greensboro, N.C.
Above: Cowboy Austin Meier (far right), is welcomed to the U.S. Army Invitational by OIF/OEF veterans from Fort Bragg, N.C. **Left:** The 82d Airborne Division’s All-American Chorus rehearses.

Excellence in Recruiting

By Mary Kate Chambers, RJ associate editor
and Julia Bobick, USAREC G7/9

Photos by Julia Bobick

Recruiting Command leadership gathered in October in Denver "to reward success for FY 07 and to posture the command for recruiting success in FY 08."

Battalion and brigade commanders and command sergeants major participated in a day of round-robin training on Recruiter/Leader Zone, GCR, the referral bonus program, HRAP, SRAP, legal issues and the role of the Special Missions Brigade.

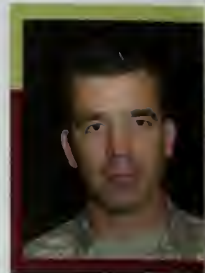
Another day was spent in hearing best practices on the Family Readiness Groups, the team recruiting concept, marketing, education and PaYS, among others.

"The whole idea and the intent of the Annual Leaders Training Conference is to take lessons learned and messages and take them back to the 8,000 plus recruiters, Soldiers and families that we have out there supporting our mission," said Maj. Gen. Thomas Bostick, USAREC commanding general.

The annual awards board also was conducted, with more than 30 Soldiers competing for NCO, station commander, first sergeant, AR recruiter and RA recruiter of the year.

Conference speakers focused on the Warrior Ethos and the conference theme of "Mobilizing the Army and the Nation: How Can You Help?" Command Sgt. Maj. Martin Wells, USAREC command sergeant major, talked about the importance of maximizing SRAP and HRAP Soldiers, whom he said provide an "opportunity for America to identify with the heroes who are serving."

Both Bostick and Wells stressed that the recruiting mission is one that USAREC shares with the rest of the Army, as well as the nation.



RUNNER-UP: Sgt. 1st Class Christopher Earle, 5th Medical Recruiting Battalion



NCO
of the Year

Staff Sgt.
Mark
Hawver,
SORB

RUNNER-UP: Sgt. 1st Class Christopher Earle, 3d Medical Recruiting Battalion



RUNNER-UP: 1st Sgt. El

"There are people in America who want to help us and all they are waiting for is just to be asked," said Wells. "And when we ask, we should tell them what we want them to do. We can leverage that for the good of the Army, not just for USAREC."

Bostick said everyone can help.

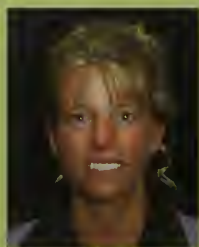
"This is the Army's mission, this is the nation's mission," he said. "Not everybody can wear the uniform but they can all help in some way. It will take our best leadership, our best Soldiers, civilians, contractors, our best families in great harmony but we are going to get it done."

To further emphasize the importance of the recruiting mission, the chairman of the Joint Chiefs of Staff, Adm. Mike Mullen, stopped by the conference to meet with select recruit-

ers and staff and to express the appreciation of senior military leadership for the Command's accomplishment of a mission many thought could not be achieved this year.

Lt. Gen. Benjamin Freakley, USAAC commanding general, echoed those sentiments on the final day of the conference, saying that senior leaders "are thrilled" that USAREC accomplished the mission.

Civilian Employees of the Year



PROGRAM SPECIALIST
Heather Niquette,
Headquarters,
Recruiting Command
Runner-up: Alfonso Villa,
Salt Lake City



ADMIN SUPPORT
Ronald Kimmel
Minneapolis
Runner-up:
Wendy Zsedenyi,
HQ, USAREC



PROFESSIONAL
Mark Mazarella,
Harrisburg
Runner-up:
Susan Foreman,
Milwaukee



**TECHNICAL/
PROGRAM SUPPORT**
David Deghand, Denver
Runner-up:
Mary Ellen Alfred, 5th
Medical Recruiting Bn.

Recruiter
the Year

1st
Class
Sgt. Webb,
Sacramento

wan Holden
n

ting

1st Sergeant
the Year

1st Sgt.
Timalo
Aosi,
Portland

it, Dallas Battalion

RA Recruiter
of the Year



Sgt. 1st
Class Sherri
Roundtree,
Sacramento

RUNNER-UP: Staff Sgt. Phillip Spaugh,
Special Operations Recruiting Battalion

Station
Commander
of the Year



Sgt. 1st
Class Brian
Heffernan,
Dallas

RUNNER-UP: Sgt. 1st Class Zenon Zachary
Cleveland Battalion

TRADOC/
USAREC Career
Counselor of the Year



Staff Sgt.
Patricia
Castro,
5th Brigade

"This unbeliev-
able institution
begins with you. It is
a tremendous
responsibility. The
sacrifices that you
and your families are
making are because
the Army begins with
you," he added.

"The recruiting mission is not a suggestion; it's a mission. We
will place the mission first and we will accomplish the mission."

A key to mission accomplishment is the continued support
from and well-being of recruiting families, who are an integral
part of the recruiting team. The mission includes families,
according to Bostick.

"This is a team effort extraordinaire," he said.

Freakley presented the Army Family Covenant and stressed
the Accessions Command commitment to families.

As a demonstration of that commitment, spouses were
involved in several joint sessions during the conference and
discussed top issues and ways to improve quality of life for
recruiting families.

"The Army has always been connected to families and is
becoming even more so. How do we make this covenant real to
our families? We've got to make sure we get a quality of life
that's commensurate with this recruiting service."

RECRUITING AND RETENTION SCHOOL

Division chief of the year: 1st Sgt. Mitchell Archer
Instructor of the year: Sgt. 1st Class Brian Rennert
NCO of the year: Sgt. 1st Class Mitchell Turton

CONTRACTORS

Top MRPI recruiter: Ruben Gomez, Miami; Lee Huggins, San Antonio;
and Carla West, Chicago
Top MPRI company manager: Gerald Adams, Dayton Company, Columbus
Top SERCO recruiter: Jeffery Sessoms, Jacksonville
Top SERCO integrated recruiter:
Federico Suarez-Mader-Rio, Miami
Top SERCO (large) mission box station:
Belleville station, Bobby Gramling, manager
Top SERCO (large) production station:
Jacksonville station, Kenneth Addy, manager

UNIT AWARDS

Top battalion, 1st Brigade: Syracuse Battalion
Top battalion, 2d Brigade: Tampa Battalion
Top battalion, 3d Brigade: Milwaukee Battalion
Top battalion, 5th Brigade: San Antonio Battalion
Top battalion, 6th Brigade: Salt Lake City Battalion

CG'S SPECIAL RECOGNITION

100 percent net combined volume FY 07:
Tampa Battalion, Oklahoma City Battalion, Atlanta Battalion

Top Chaplain Team: Southeast Chaplain Recruiting Team
(Chaplain (Maj.) Thomas Eddy, Chaplain (Maj.) James Schaefer, Chaplain (Maj.)
Brian Chepey, Sgt. 1st Class Diana Blissett and Staff Sgt. Yuri Johnson)

Companies that made their annual phase line
earlier than end of fiscal year:

Fayetteville Company (Capt. Paul Fowler and 1st Sgt. Sandy Alston); Waco
Company (Capt. Jamarcus Brooks and 1st Sgt. Calvin Lamont); Little Rock
Company (Maj. Lori Ankabrandt and 1st Sgt. Devlin Stevenson); Lawton
Company (Capt. Lucas Morales and 1st Sgt. Kelvin Lovelace); Frisco Company
(Capt. Zielinski William and 1st Sgt. Elias A. Gelat); W. San Antonio Company
(Maj. Ivan McPherson and 1st Sgt. Feliece Cortez)

Top GSCA Battalion: San Antonio Battalion

Top Retention Production Brigade: 2d Brigade
(Sgt. 1st Class Kevin Tyson, senior career counselor)

Top Retention Large Production Brigade: 6th Brigade
(Sgt. 1st Class Michael McGee, senior career counselor)

Top Medical Recruiting Battalion:
2nd Medical Recruiting Battalion

Top Medical Corps Health Professions
Scholarship Program:
3rd Medical Recruiting Battalion

Top Brigade Based on Volume: 2d Brigade

Top Brigade Based on Quality: 5th Brigade

Top Battalion: San Antonio Battalion

OTHER

Top operations section: Baton Rouge Battalion

Top guidance counselor shop: Harrisburg MEPS

Gold badge recruiters called back to duty: Staff Sgt. Dawn Monica Vance,
Houston Battalion; Sgt 1st Class Ricardo Morales, Sacramento Battalion

Chaplain recruiting team: Chaplain (Lt. Col.) Kenneth Beale and Sgt. Maj.
James Peters, Headquarters, USAREC



The USAREC Sergeant Audie Murphy Club inductees for 2007 are (left to right); Staff Sgt. Phillip Spaugh, Staff Sgt. Christopher Russell, Staff Sgt. Mark Hawver, Staff Sgt. Jeffery Brown, Staff Sgt. Soraya Bacchus, Staff Sgt. James Alston, Staff Sgt. Edward Smith, and Sgt. 1st Class Leigh Murchison.

SAMC 2007

Story and photo by Walt Kloeppel, RJ associate editor

In a moving ceremony honoring Soldiers who live the NCO Creed to the highest standards, eight USAREC non-commissioned officers were inducted into the Sergeant Audie Murphy Club Nov. 1, at Fort Knox, Ky.

Three honorary club members were also inducted.

Staff Sgt. Jeffery Brown, who was the USAREC 2005 NCO of the Year, reflected on his induction into the prestigious Sergeant Audie Murphy Club.

"To receive the Audie Murphy means that I exemplify standards that my forefathers put in place years and years before me — generations before we ever got to be inducted in this club. It tells me that we are echoing standards they established and are now carrying that into today's society," said Brown.

Sgt. 1st Class Leigh Murchison of Jacksonville Battalion spoke of the challenges of the board to become a member of SAMC.

"Definitely one of the toughest (boards) I've been through," said Murchison.

In 1994 the Sergeant Audie Murphy Club went Army-wide, with installations conducting the selection process for their NCOs.

Staff Sgt. James Alston summed up his thoughts after the ceremony.

"It means that I have strived to be the best. It means I have accomplished a feat of one person who has set an example for the NCO Corps. I'm in that elite group right now and I can show that I am a noncommissioned officer taking care of Soldiers by leading by example," said Alston.

USAREC Sergeant Audie Murphy Club Inductees 2007

Staff Sgt. James Alston
Houston Battalion

Staff Sgt. Soraya Bacchus
Great Lake Battalion

Staff Sgt. Jeffery Brown
Dallas Battalion

Staff Sgt. Mark Hawver
Special Operations Battalion

Sgt. 1st Class Leigh Murchison
Jacksonville Battalion

Staff Sgt. Christopher Russell
Kansas City Battalion

Staff Sgt. Edward Smith
Indianapolis Battalion

Staff Sgt. Phillip Spaugh
Special Operations Battalion

Honorary Inductees

Sgt. 1st Class McKinley Knight
New York City Battalion

Command Sgt. Maj. Maria Martinez
USAREC Headquarters

Command Sgt. Maj. Martin Wells
USAREC Headquarters



Gainey Praises Recruiters

By Damian Housman, 6th Brigade

Command Sgt. Maj. William J. Gainey, senior enlisted advisor to the chairman of the joint chiefs of staff, praised and gave sage advice to members of the 6th Brigade at the Stratosphere Hotel in Las Vegas, Nev. The occasion was the Fiscal Year 2007 annual awards banquet for the brigade, held Sept. 26.

"I've come to recognize the folks that put our folks in the Army," said Gainey. "My sole purpose on earth is to defend my country against all enemies, foreign and domestic. I really believe in what I'm doing, and you believe in what you're doing."

"When that young man or woman walks into your recruiting station, remember that's someone's son or someone's daughter," said Gainey. "Tell them the truth. Anyone you recruit will be going to war, will be in the war, or returning from war."

The 6th Brigade honored its best recruiters, leaders, companies and battalions after a year of improvement in a challenging recruiting environment. Col. Patrick J. Walsh, commander of the 6th Brigade, thanked the recruiters for their hard work in the past fiscal year, and said he knew the coming year would be even better. Command Sgt. Maj. Israel Talamantez added thanks to the families of brigade recruiters for their hard work and perseverance.

Gainey, the guest speaker, offered advice for life that has stood him in good stead.

"I have five rules of life I would like to share with you, because life is short, and you should live it to the max," said Gainey. "When you are faced with a decision, ask yourself five questions. Is it going to hurt me? Will it hurt someone else? Is it illegal? Is it immoral? Is it going to bring disgrace to my family name or the service? If you get a 'yes' answer to any of the questions, step back. See if there is a way to correct the problem, and if there is, fix it and proceed. Don't let anyone tell you you can't accomplish your goals in life."

Gainey has had a highly successful career, beginning with his enlistment in the Army under the Delayed Entry Program in 1974. He has served in many assignments since then and has earned awards and decorations for his service including in combat. His background makes him the ideal person to serve as

the first senior enlisted advisor to the chairman of the joint chiefs of Staff. The position receives the same support provided to three-star generals.

Gainey gave the brigade his personal rules for success. "Keep God first, family second, and job third. That's what got me where I am today. Stick with that and you'll be successful," he said.

The brigade presented awards in 16 categories, including, Regular Army Recruiter of the Year, Army Reserve Recruiter of the Year, Civilian of the Year, Most Improved Company, Most Improved Battalion, and Top Battalion FY 07.

In his closing remarks, Walsh thanked everyone — Soldiers, civilians and family members — for their dedication and hard work, and said he looked forward to meeting them all next year at the top of Mission Box Hill — with 6th Brigade occupying the leadership role in USAREC.

The following day Gainey paid a visit to the Spring Valley station in Las Vegas, which is nicknamed the "Predators." Maj. Gen. Thomas P. Bostick, commander of the Army Recruiting Command, recently visited the station to present the prestigious Glen E. Morrell Award to Sgt. First Class Darrin Robinson.

"I want to thank the recruiters here, who represent not only of the best of the 6th Recruiting Brigade, but the best of the Army," said Gainey. "You do an outstanding job, and I want to personally commend you for all you do."

Gainey presented each member of the station with his personal coin. On it are the words "Pride is Contagious," which summarizes his philosophy of life.



Command Sgt. Maj. William J. Gainey, senior enlisted advisor to the chairman of the joint chiefs of staff, (left), visits with Soldiers and civilians at USAREC headquarters, Fort Knox, Ky. Oct. 26. Photo by Sgt. 1st Class Shane Wohlfert

More than 50 spouses attended workshops at the Annual Leaders Training Conference held in Denver, Oct. 22-24.

From the opening prayer breakfast to the breakout sessions, the spouses' days included attendance at joint sessions as well as their own agenda of workshops.

Included was a four-hour leadership seminar given by Dr. (Col.) Linda Ross and Dr. Birgit Valdez. The ALTC provided spouses an opportunity to learn not only from the speakers but also from each other.

To one and all of our USAREC spouses throughout the brigades, battalions and stations, thank you for the gift you give every day — the gift of selfless service. May your holiday season bless you with good health and joy. — Renee Bostick

Photo by Julia Bobick



Military Spouses Really and Truly Are God's Creation

Author unknown

The Good Lord was creating a model for military wives and was into his sixth day of overtime when an angel appeared. She said, "Lord, you seem to be having a lot of trouble with this one. What's wrong with the standard model?"

The Lord replied, "Have you seen the specs on this order? She has to be completely independent, possess the qualities of both father and mother, be a perfect hostess to four or 40 with an hour's notice, run on black coffee, handle every emergency imaginable without a manual, be able to carry on cheerfully, even if she is pregnant and has the flu, and she must be willing to move to a new location 10 times in 17 years. And oh yes, she must have six pairs of hands."

The angel shook her head, "Six pair of hands? No way!"

The Lord continued, "Don't worry, we will make other military wives to help her. And we will give her an unusually strong heart so it can swell with pride in her husband's achievements, sustain the pain of separations, beat soundly when it is overworked and tired, and be large enough to say 'I understand' when she doesn't and say, 'I love you' regardless."

"Lord," said the angel, touching his arm gently "Go to bed and get some rest. You can finish this tomorrow."

"I can't stop now," said the Lord "I am so close to creating something unique. Already this model heals herself when she is sick, can put up six unexpected guests for the weekend, wave goodbye to her husband from a depot, pier or runway and understand why it's important that he leave."

The angel circled the model of the military wife, looked at it closely and sighed, "It looks fine, but it's too soft."

"She might look soft," replied the Lord, "but she has the strength of a lion. You would not believe what she can endure."

Finally, the angel bent over and ran her finger across the cheek of the Lord's creation.

"There's a leak," she announced. "Something is wrong with the construction. You are trying to put too much into this model."

The Lord appeared offended at the angel's lack of confidence.

"What you see is not a leak," he said, "It's a tear."

"A tear? What is it there for?" asked the angel.

The Lord replied, "It's for joy, sadness, pain, disappointment, loneliness, pride and a dedication to all the values that she and her husband hold dear."

"You are a genius!" exclaimed the angel.

The Lord looked puzzled and replied, "I didn't put it there."

Holiday Safety

By USAREC Safety

As the holidays approach, the U.S. Consumer Product Safety Commission is urging people to look for and eliminate potential dangers from holiday lights and decorations that could lead to fires and injuries.

Each year, hospital emergency rooms treat about 8,100 people for injuries, such as falls, cuts and shocks related to holiday lights, decorations and Christmas trees. In addition, Christmas trees are involved in more than 400 fires annually, resulting in 30 deaths, 90 injuries, and an average of more than \$17 million in property loss and damage.

Families can have a safe and happy holiday season by following these safety tips.

Trees — Artificial or Real

When purchasing an artificial tree, look for the label “fire resistant.”

Although this label does not mean the tree won’t catch fire, it does indicate the tree will resist burning and should extinguish quickly.

When purchasing a live tree, check for freshness. A fresh tree is green, needles are hard to pull from branches and when bent between your fingers, needles do not break. The trunk butt of a fresh tree is sticky with resin, and when tapped on the ground, the tree should not lose many needles.

When setting up a tree at home, place it away from fireplaces and radiators. Because heated rooms dry live trees out rapidly, be sure to keep the stand filled with water. Place the tree out of the way of traffic and do not block doorways.

Lights — Check the Wiring and Labels

Indoors or outside, use only lights that have been tested for safety by a recognized testing laboratory, which indicates conformance with safety standards.

Check each set of lights, new or old, for broken or cracked sockets, frayed or bare wires, or loose connections, and throw out damaged sets.

Use no more than three standard-size sets of lights per single extension cord.

Never use electric lights on a metallic tree. The tree can become charged with electricity from faulty lights, and a person touching a branch could be electrocuted.

Fasten outdoor lights securely to trees, house walls or other firm supports to protect the lights from wind damage. Use only insulated staples, not nails or tacks, to hold strings in place. Or, run strings of lights through hooks (available at hardware stores).



Turn off all lights when you go to bed or leave the house. The lights could short out and start a fire.

For added electric-shock protection, plug outdoor electric lights and decorations into circuits protected by ground fault circuit interrupters (GFCIs). Portable outdoor GFCIs can be purchased where electrical supplies are sold. GFCIs can be installed permanently to household circuits by a qualified electrician.

Decorations — Use Noncombustible Materials

Use only noncombustible or flame-resistant materials to trim a tree. Choose tinsel or artificial icicles of plastic or nonleaded metals.

Leaded materials are hazardous if ingested by children.

Never use lighted candles on a tree or near other evergreens.

Always use non-flammable holders, and place candles where they will not be knocked down.

In homes with small children, take special care to avoid decorations that are sharp or breakable, keep trimmings with small removable parts out of the reach of children to avoid the child swallowing or inhaling small pieces and avoid trimmings that resemble candy or food that may tempt a child to eat them.

Wear gloves to avoid eye and skin irritation while decorating with spun glass “angel hair.” Follow container directions carefully to avoid lung irritation while decorating with artificial snow sprays.

Fireplaces — Don’t Burn the Wrapping Paper

Use care with “fire salts,” which produce colored flames when thrown on wood fires. They contain heavy metals that can cause intense gastrointestinal irritation and vomiting if eaten. Keep them away from children. Do not burn wrapping papers in the fireplace. A flash fire may result as wrappings ignite suddenly and burn intensely.

Coffee with a Soldier Offers Chance to Learn Values, Life in the Military

By Becky Shadowens, Denver Battalion

Most Americans who have no affiliation with the Army see a Soldier on few occasions, including at the airport, sometimes walking down the street in uniform or on television. And while some may have questions they want to ask, they might not be sure how to approach a Soldier.

One unit found a way to make their Soldiers more approachable in an environment surrounded by frappes and scones.

Coffee with a Soldier is a community outreach event that numerous Soldiers from Denver Battalion participated in at 10 local coffee shops throughout Colorado Sept. 22. Soldiers answer questions and get to know the community members in their area over a 'cuppa joe.' The idea was pushed up all the way to 6th Brigade, and several other battalions are piloting the program in their areas.

These Soldiers live in the community too, and it's an opportunity for patrons to get to know Soldiers on a personal level, said Denver Battalion Commander Lt. Col. Reginald Cox.

Patrons were invited to sit down and learn more about who Soldiers are as people — not just a uniform — what they do and what values they uphold during this community outreach.

"It is imperative that the community get to know its Soldier who may have or may be getting ready to deploy in harms way to defend a free way of living," said Cox.

For one Soldier who participated in the event, it was a "no pressure chance to put the Army's image into perspective for the community," said Staff Sgt. Gary Stitt, a recruiter in Golden, Colo. "It also squashed misconceptions for many individuals."

The concept of this simplistic community outreach came to Denver Battalion Command Sgt. Maj. Paul Carroll when he saw police officers holding "coffee with a cop" in his neighborhood.

"When I saw this I thought, 'What a great opportunity to get our Soldiers out there in a more informal setting, a setting that is conducive to ask those kinds of questions that most people would like to ask but don't have the opportunity,'" said Carroll.

The majority of Soldiers who answered questions over java said they were asked about their Army story, what it's really like in combat and how much money they make. But most of the time, the Soldiers said people just wanted to thank them for their service.

"Overall it went well," Carroll said. "It served its purpose in community outreach. Coffee with a Soldier gave the opportunity to dialogue unbiased information."

As an added bonus, it gave community members the chance to show their support.

"Some people wanted to know how they could help in the fight, but many just wanted to thank us," said Stitt. "I referred one family to the ACS (Army Community Service) in the chance that they might be able to volunteer their time for Soldiers."

Most of the Soldiers who participated recommend making "Coffee with a Soldier" at least a quarterly event.



Cpl. Ryan McKee converses with a community member at a locally-owned coffee shop in Grand Junction during Coffee with a Soldier. This community outreach event gave people the opportunity to ask a Soldier questions about the Army in a nonintimidating environment. Photo by Staff Sgt. Johnathan Masce

Marching His Way to Success

Story and photo by Cheryl Cho, Seattle Battalion

Although Anthony Palm always knew he wanted to join the Army — he wasn't always sure he could since he never got his high school diploma. But with the patience and help of March2Success.com, along with the guidance of a very dedicated recruiter, Palm's goal of becoming a Soldier finally became a reality in October.

"When he failed the ASVAB the first time I introduced him right away to March2Success.com," said Palm's recruiter, Staff Sgt. Shane Lies. "He also used March2Success.com to get ready for his GED testing as well, which was one of his last hurdles he had to get through in order to sign up."

The online program worked so well for Palm that after completing the program, his ASVAB scores jumped up almost 17 points.

"The March 2 Success program really helped me out a lot and it was really good to help me get through all the different testing I had to do," said Palm. "I'd recommend it to anyone that needs any kind of school testing actually, and I'd also recommend Sergeant Lies — he's a really great guy. He stood by me the whole time and he never gave up on me."

Lies said he never lost hope on Palm and was glad that March 2Success.com was able to get his recruit through the toughest parts of the process. Palm shipped off to basic training on Oct. 29 and is scheduled for training as a 31B, military police.

Editor's note: Army Regulation 601-222 prohibits recruiting personnel participating in applicant study preparation and prohibits recruiters recommending any type of activity that will help improve ASVAB scores. However, informing applicants about March 2 Success and similar Internet resources is not considered to fall within that prohibition. Recruiters may also advise applicants that commercial ASVAB study guides are available but may not possess or provide applicants with ASVAB tests, locally developed test questions, test aids, or commercial study guides.



Staff Sgt. Shane Lies and Anthony Palm proudly stand together after the swearing-in ceremony at the Military Entrance Processing Station in Seattle.

Future Soldiers Sworn in by MDW's Commanding General

By Robin Fulkerson, New England Battalion

Sixteen future Soldiers were sworn in by Maj. Gen. Richard J. Rowe, Military District of Washington commanding general, Sept. 8 during Spirit of America in Manchester, N.H.

Spirit of America is a highly visual, live-action show from Washington, D.C., featuring the U.S. Army's premier ceremonial units, the 3rd U.S. Infantry Regiment (The Old Guard) and the U.S. Army Band "Pershing's Own."

The swearing-in ceremony was preceded by a Future Soldier formation outside the Verizon Wireless Arena. The crowd erupted into applause when the enlistees began their march.

Maj. Marcel Fortier escorted Rowe to center stage, representing New England Battalion and its New Hampshire Company during the swearing-in.

"Citizens from New Hampshire have always answered the 'call to duty' in their communities and to this nation," said Rowe.

Rowe thanked the leaders and recruiting personnel of the New England Battalion for their hard work and continued efforts in recruiting. He also thanked the families and parents of the enlistees.

Rowe then turned his praise to the Future Soldiers before administering the oath of enlistment.

"You can be proud of your decision to enlist in today's Army," he said. "You bring character, willingness to accept challenges and special talents that make our Army the envy of every nation in the world."

Following the oath, the crowd cheered the new Soldiers in a standing ovation.

"One of the greatest honors I could have is swearing in Soldiers of New Hampshire," said Rowe.

Nets Become First Pro-Sport Team PaYS Partner

David Salazar, 1st Brigade

The Nets Basketball team became the first ever professional sports franchise to join the U.S. Army's Partnership for Youth Success program in a ceremony at Fort Hamilton, N.Y., Sept. 17.

The event, hosted by the New York City Battalion, affirmed the team's commitment to joining with the Army and helping others realize their dreams through a combination of Army service and an opportunity for employment afterwards.

"The Nets are honored to be the first professional sports franchise to join the PaYS program," said Brett Yormark, chief executive officer of the Nets, who are currently in transition from their current home base in New Jersey to Brooklyn upon completion of the Barclays Center in 2009.

"This wonderful initiative provides America's youth with an opportunity to serve their country while they prepare for their future. The Army has an important history in developing the professional work habits of Soldiers and instills ethics, teamwork, communication and leadership," Yormark added.

The franchise joins corporations and businesses already in the program, which is designed to attract and train new applicants hoping to land careers with the companies, as well as to offer departing Army veterans an opportunity for employment with PaYS partners after completion of service.

There are 243 PaYS partners consisting of 162 corporations, including 37 Fortune 500, four Fortune 1000, and five Global 500 companies and 81 public sector agencies. Collectively, these



Brett Yormark, CEO of the New Jersey Nets, accepts a coin from Brig. Gen. Reuben D. Jones, executive officer, deputy chief of staff, G1, after officially becoming a part of the Partnership for Youth Success program Sept. 17 during a ceremony at Fort Hamilton's Ocean Bluff. The partnership was secured by New York City Battalion.

Photo by Michael Campbell

organizations have loaded more than 828,000 combined vacancies for Active and Reserve Soldiers. More than 53,000 Active and Reserve Soldiers have enlisted with the PaYS option as part of their enlistment incentives.



Former NFL Star's Son to Play at the Army All-American Bowl

Former NFL star and Hall of Fame member, Howie Long, and his wife, Diane, pose for congratulatory photos with their son, Kyle, after he was presented with the No. 08 jersey that he will wear as a member of the 2008 Army All-American Bowl team. Kyle Long, a senior at St. Anne's-Belfield High School in Charlottesville, Va., was selected for the second year in a row in the offensive lineman position for the Army's East Team. Staff Sgt. Jermaine Green (left) of the Charlottesville station, presented Long with the jersey during halftime ceremonies at the school Oct. 12. The annual event will be played in San Antonio in January. Kyle's dad, Howie, is best known today as an analyst for network NFL coverage, where he often plays the "straight man" to the comic antics of co-host, former Steelers quarterback, Terry Bradshaw.

Wife Joins Army After Soldier Husband Loses Leg from IED

By Lauren Hall, San Antonio Battalion

Nineteen-year-old Janay Albarran had waited a long time to join the Army, but she's a Soldier now.

On September 28, she was sworn into the Army by San Antonio Battalion Commander, Lt. Col. Rene Brown, with her husband proudly supporting his wife's decision to enlist.

"You're about to join the most powerful and lethal Army in the world," Brown said before the ceremony at the San Antonio Military Entrance Procession Station.

Janay, now Pvt. Albarran, shipped out to basic training at Fort Jackson, N.C., where she'll remain for her advanced individual training to become a human resources specialist.

Janay's husband, Alejandro, is also a Soldier — something he's wanted to be since he was 9 years old.

Following the attacks of Sept. 11, his drive to join the military increased. He thought of becoming a pilot, but at 6 feet, six inches, he exceeds the height limitations.

Alejandro, or Spec. Albarran, is the first person in his family to join the service. He had never fired a weapon of any type before joining the Army when he was 17.

"I qualified expert on mortars, M-4s, M-16s, grenade launchers, M-249 SAWs, M-240-Bs — I can take them all apart and put them back together," he said. "Give me any weapon and I'll be an expert on it in no time," he said.

Alejandro deployed to Iraq with his unit, 4th Battalion, 31st Infantry, 10th Mountain Division, from Fort Drum, New York.

While on a mission, the vehicle he was traveling in was struck by an IED, blowing his best friend and squad leader, Sgt. Jacobo Aguilera, out of the vehicle.

Aguilera, realizing that Alejandro was injured and still in the vehicle, went back to help his comrade.

Alejandro lost his right leg below the knee. He is undergoing rehabilitative therapy at Fort Sam Houston, where his wife, Janay, has remained at his side.

He is doing so well with his rehabilitation that Janay and Alejandro agreed that it was her turn to do what she had wanted to do for so long, but postponed after she was notified that he had been injured — join the Army.

"I feel good about her decision to join the Army," he said.

"He doesn't 'need' me anymore," said Janay. "He can drive again and do almost everything he did before he was injured."

While Alejandro continues his rehabilitation, and while Janay completes her training, 2-year-old daughter Ilianna will be back home in Arizona with Janay's grandmother, who gave her the "OK" to join the Army.

"I have my husband and my daughter. I want to 'be somebody' and want them to be proud of me," said Janay.

Meanwhile, Alejandro has another decision to make: whether or not he will stay in the Army. If he decides to continue his career in the Army, he will have to change specialties.

"I can't see myself in any other job in the Army besides the infantry," he said.

If he does get out, he has the option of re-joining in the future, and he has someone on his side who's in a position to see to that.

Lt. Gen. Benjamin C. Freakley, Army Accessions Command commanding general, who spoke with Alejandro while visiting Fort Sam Houston in September, is Alejandro's former commander from the 10th Mountain Division.

At this point, his plans are to get out of the Army and to go to college to study criminal justice.

For now, he's back to driving, working out daily and looking forward toward a bright future with his family.

Alaska Recruiter Enlists Governor's Son

Story by Cheryl Cho, Seattle Battalion

A recruiter from one of the most remote stations in USAREC has enlisted the son of a government official.

Sgt. 1st Class Michael Nagl from the Wasilla Recruiting Station in Wasilla, Alaska, helped enlist Track Palin, the son of Alaska Governor Sarah Palin.

Although Track Palin came from a high-profile family, Track would always remind Nagl to treat him no differently than any other recruit.

"He was a great kid and a great athlete," said Nagl. "Track could have easily gone into a sports career or college right away, but he made the decision to enlist on his own and his parents were supportive and understanding."

Nagl had been talking to Track since the governor's son was a junior in high school.

"I just kept making sure to just keep in good contact with Track and provide all the up-to-date changes in the programs Track was interested in," commented Nagl.

The advice Nagl gives to other recruiters who deal with potential recruits who attract a lot of media attention is to understand the impact that external media can have on the family — as well as the potential recruit's decision to join.

"There wasn't too much different I did with Track versus anyone else in the interview process," added Nagl. "But when it came time to enlist and ship off, I really tried to make sure to keep with the wishes of the family about how they wanted to deal with the external media inquiries. I never commented to the press here in Alaska, and I told Track that I'd send all reporters to him instead, which is what he wanted."

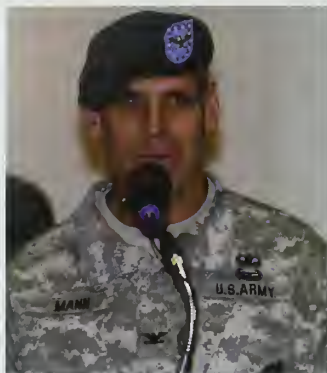
Army Superior Unit Award Approved for USAREC

By Brian McDonald, USAREC G1

The recommendation for award of the ASUA to the Recruiting Command and its subordinate units for the period of Oct. 1, 2005 to Sept. 30, 2006 was approved on Aug. 15. The individual ribbons should be procured through local supply channels. Those Soldiers who previously received an ASUA will receive an oak leaf cluster for second and additional awards.

The Center of Military History will determine the appropriate inscriptions and authorize the decoration streamers. Upon receipt of these streamers, Human Resources Command Military Awards Branch will issue certificates, citations, and streamers for those units entitled to a flag or guidon and certificates for all subordinate elements authorized the award. Award packages will be mailed to USAREC headquarter for further distribution within 90-120 days.

HRC and HRC-St. Louis toploaded the ASUA on individual Soldier Enlisted Record Briefs and Officer Record Briefs. This action was completed Oct. 15, and Soldiers' records should be annotated. Qualified individuals who do not have the ASUA annotated in their records should contact their respective S-1 for a copy of the memorandum authorizing the ASUA.



New USAREC DCG

Col. David L. Mann speaks during a welcome ceremony at Fort Knox, Ky., Nov. 5. Mann became the USAREC deputy commanding general. He formerly served as the Chief of Staff, U.S. Army Air Defense Artillery Center and Fort Bliss, Texas.

Army Building Its Civilian Bench for Mobility

Army News Service

A new DOD directive will emphasize mobility for civilian employees and training an expeditionary workforce ready to deploy to hot spots like Iraq and Afghanistan.

Patricia S. Bradshaw, deputy undersecretary of Defense for Civilian Personnel Policy, discussed the draft directive and civilian leadership development during a seminar in October at the annual meeting of the Association of the U.S. Army.

The new DOD directive defines the competencies expected of its senior leaders, she said, and outlines opportunities for movement so that mobility becomes the norm as opposed to the exception.

"We've needed to start building the right kind of competencies to create a

civilian workforce that is as expeditionary as our military members," said Bradshaw, "so when the balloon goes up, people are there to respond — whether it's in Africa, Iraq or Afghanistan, that's the wave of the future."

Future DOD Senior Executive Service members will be required to make commitments to life-long learning and have a portfolio of diversified working experiences outside their organizations, Bradshaw said.

"Today, the environment, the political and social landscapes have changed," the deputy undersecretary said. "A number of world events have come together to redefine how we accomplish our mission in DOD, whether it's 9/11, hurricane Katrina, continuing world disasters — we as DOD are being called upon to perform missions in ways we have never performed before."

Coin-Giving Tradition Symbolizes Appreciation

By Donna Miles, American Forces Press Service

When Marine Gen. Peter Pace retired Oct. 1, so did the signature coin that he shared with thousands of service members and veterans he's met personally during his two years as chairman of the Joint Chiefs of Staff.

The Pentagon-shaped coin has become a physical extension of the chairman — part calling card, part memento and part symbol of appreciation for service to country and a job well done.

Wherever Pace traveled — the halls of the Pentagon,

military installations stateside and overseas, forward operating bases in combat zones — he rarely missed an opportunity to walk up to Soldiers, sailors, airmen and Marines to thank them for their service. As he looked them in the eye and shook their hands, he inevitably slipped his personal coin into their palms.

Military coins have become a symbol of affiliation that's used to boost morale, foster esprit de corps, and honor service.

Coin-collecting has become something of a military tradition. President Clinton is said to have saved the coins U.S. servicemembers presented him while he was in office, and his official White House portrait shows several racks of those coins in the background.



Many service members have become coin collectors, too, and it's not unusual to walk into a headquarters building to see a table full of military coins.

But as many coins as some people may acquire, few are as distinctive — or considered as prestigious to possess — as Pace's.

At Pace's farewell ceremony, Pace hinted that he understood the coin's effect and the symbolism it conveys.

Pace urged the service members to approach him as the ceremony wrapped up to “have the opportunity to shake your hand, to give you a very small memento and to look you in the eye and tell you, ‘thank you.’”

Fort Drum Soldiers to Appear in Recruiting Ads

Army News Service

A film crew descended on Wheeler-Sack Army Airfield Oct. 10-11 to shoot scenes for their latest production, a series of commercials for the Army Strong recruiting ad campaign.

Scenes for two of the five commercials were shot at the airfield using 10th Combat Aviation Brigade Soldiers as local talent.

“There’s no better way to show what it’s like to be a Soldier than by filming commercials at Army posts and installations, using the real people who wear the Army Combat Uniform on a daily basis,” said John Campbell, advertising production manager, Army Accessions Command.

“Soldiers are real people with real stories to tell about where they came from and what military service means to them. No Hollywood backdrop or movie star could achieve the same realism. And we owe that level of realism to the young Americans who choose to join the Army each day.”

To find Soldiers to appear in the upcoming commercials, representatives from the U.S. Accessions Command and the McCann Erickson advertising

agency hosted a brigadewide casting call Aug. 14-16 at Wheeler-Sack Army Airfield.

Sgt. Charles Neal, a UH-60 Blackhawk mechanic with A Company, 3-10 General Support Aviation Battalion, was selected from among the brigade’s top Soldiers to take the lead in a spot titled “Fitting the Pieces.”

“I was really excited for the opportunity to star in the commercial,” said Neal, “but I was most excited about giving my family the opportunity to see what I do.”

The commercial first shows Neal working on his aircraft in a military hangar, then shows him after he has transitioned to a civilian life, running his own auto shop and leading a team of mechanics in a private business.

Campbell said the commercial is designed to show how skills learned in the military can translate to a successful career as a civilian.

Neal said he hopes the new series of Army Strong commercials will help people see that being in the Army means more than just being an infantryman fighting on the front lines.

Scenes for the second commercial, “Hand Signals,” feature Spc. Jeffrey van Geete, a fueler with Headquarters and Headquarters Company, 10th CAB, standing on a landing strip at night guiding in a UH-60 Black Hawk helicopter airlifting a load of medical supplies. As van Geete signals the helicopter to drop the sling load, a group of Soldiers rushes in to secure and recover the supplies.

Campbell said the goal of the commercials is to show America the value of being a

Soldier and what it is like to be “Army Strong.”

The 30-second television spots are scheduled to air nationwide during college football bowl season in January.

Army Medical Department Adventure Van Makes Debut

By Ann Ham, MEDCOM Public Affairs

The Army Medical Department Adventure Van, a joint medical recruiting project with the Army Accessions Command, made its debut with a ribboncutting and walk-through Oct. 11 in Alexandria, Va. Maj. Gen. Gale S. Pollock, commander of the Medical Command and acting surgeon general, introduced this new venue to attendees and cut the ribbon.

“I thank you for joining us on what is definitely a great Army day — the ribbon cutting and official Army launch of the Army Medical Command’s recruiting vehicle,” said Pollock as she welcomed the visiting crowd.

The AMEDD Adventure Van, an 18-wheeled vehicle with interactive features inside, is part of an initiative to present medical opportunities to qualified health care professionals in the fields of medical, dental, medical service, medical specialist, nurse, veterinary and enlisted Soldiers and civilians.

“There are a lot of people who worked extremely hard to make this day possible. Most notably, I want to extend our gratitude to the Accessions Command,” Pollock said. “Our

peer-to-peer work has been going phenomenally, and it will be important that we sustain that into the future.”

With the first stop in the National Capital Area, the AMEDD Adventure Van starts an ambitious schedule of visits around the country. The van stops at Fort Myer, Va., where it will be open for touring and information for visitors at the post exchange parking lot. From there, the van will be open for visitors at Armed Forces events, air shows, high schools and universities, jamborees, major sporting events, state fairs and conferences.

The Army health care team is one of the largest comprehensive systems of health care in the country. Each day miracles are being performed on any given day by more than 11,000 Army health care workers. This team serves on the battlefield and in military hospitals to provide the best care possible for our wounded warriors, while caring for our many family members and retiree beneficiaries.



The Army Medical Department Adventure van, a joint project with Army Accessions Command, made its debut Oct. 11, in Alexandria, Va.

Army Family Covenant

Army News Service

Senior leaders signed the Army Family Covenant Oct. 17 and pledged to support Soldiers' Families while they defend the nation.

Secretary of the Army Pete Geren, Chief of Staff of the Army Gen. George W. Casey Jr. and Sgt. Maj. of the Army Kenneth O. Preston signed the covenant in a ceremony at the Community Center at Fort Knox, Ky.

Casey said similar signings will occur at each Army installation, recognizing that while Soldiers may be the strength of the nation, their strength is in their Families.

"The health of our all-volunteer force, our Soldier-volunteers, our Family-volunteers, depends on the health of the Family. The readiness of our all-volunteer force depends on the health of the Families," said Geren. "I can assure you that your Army leadership understands the important contribution each and every one of you makes. We need to make sure we step up and provide the support Families need so the Army Family stays healthy and ready."

Geren noted that the Army, entering its seventh year of conflict in Afghanistan, is in its third longest war, and longest with an all-volunteer force, after the Revolutionary War. This brings unique and unexpected stressors, he said.

"It was immediately clear to us that the Families were the most stretched, and as a result, the most stressed, part of the force, and that what we were asking those families was a quantum different than anything I expected we would ask," Casey said.

"It struck me that the best wasn't good enough. We have not, until this

point, treated Families as the readiness issue that they are," he said last week when he announced the covenant during the Association of the United States Army Annual Meeting.

Casey said the Army wants to provide Soldiers and their Families with a level of support commensurate with their level of service, and the covenant is in direct response to concerns from Army Families.

They are concerned about funding and support for Family programs, physical and mental health care, housing, education and child care and employment opportunities for spouses.

While Casey admitted last week that in the past the Army could have supported Families better, he did point out that things have improved dramatically in his 59 years as an Army son, officer and father. The covenant represents a \$1.4 billion commitment in 2008 to improve quality of life for Army Families. He said Army leadership is working to include a

similar level in the budget for the next five years.

In the last two to three years alone, the Army has privatized and improved almost 80,000 homes on 36 installations and opened 40 new child care centers, with another 22 on the way.

The Army also recently spent \$50 million to hire new health care providers for Soldiers and their Families, and is working with lawmakers to help Army spouses gain priority for civil service jobs. There are also now Family Readiness Support Assistants at the battalion level.

When you're talking about what keeps Soldiers in the Army, said Preston, one of the important factors is the quality of life, "not just for the Soldier, but for the Family. And it's more than just a Soldier's pay, it's medical, dental, housing, barracks for the single Soldiers, youth services, education, it's the things we provide for all the Families."

AMERICA'S ARMY: THE STRENGTH OF THE NATION™

Army Family Covenant

We recognize the commitment and increasing sacrifices that our Families are making every day.

We recognize the strength of our Soldiers comes from the strength of their Families.

We are committed to providing Soldiers and Families a Quality of Life that is commensurate with their service.

We are committed to providing our Families a strong, supportive environment where they can thrive.

We are committed to building a partnership with Army Families that enhances their strength and resilience.

We are committed to improving Family readiness by:

- ***Standardizing and funding existing Family programs and services***
- ***Increasing accessibility and quality of health care***
- ***Improving Soldier and Family housing***
- ***Ensuring excellence in schools, youth services, and child care***
- ***Expanding education and employment opportunities for Family members***



SOLDIERS • FAMILIES • ARMY CEMETERIES
ARMY STRONG.™

Army Continues \$20K Quick Ship Bonus

By S. Douglas Smith, USAREC public affairs

Active Army recruits with no prior military service who enlist for at least two years in the active Army and report for training within 30 days may be eligible for a Quick Ship enlistment bonus of \$20,000, \$15,000 or \$6,000 depending on the military occupational specialty they choose.

These quick ship bonuses can be combined with other existing cash

enlistment bonuses. The maximum combination of cash bonuses for a four-year or more year enlistment is \$40,000.

The Army now offers a Deferred Enlistment Bonus to high school seniors who enlist. This program pays \$1,000 for each month a high school senior spends in the Future Soldier Training Program. If the Future Soldier enlists for a Military Occupational Specialty that comes with a bonus, this deferred enlistment bonus may be combined with the MOS bonus amount up to the maximum allowed. He or she will receive an additional \$1,000 for successful high school graduation. So, if a senior enlists for an MOS with a \$20,000

bonus, spends seven months in the Future Soldier Training Program and graduates from high school, his or her total bonus amount could be \$28,000.

Cash enlistment bonuses may also be combined with either the Army's Loan Repayment Program or the Army College Fund, but not both. The Army College Fund, which is available to recruits who select high-priority specialties, offers up to \$73,836 for higher education when combined with the Montgomery GI Bill. The Student Loan Repayment Program, available to all recruits with qualifying student loans who enlist for at least three years in any military occupational specialty, can repay up to \$65,000.



U.S. Army/Dale Earnhardt Inc. Chevy to Carry the No. 8 in 2008

Army Motorsports

The Army Chevrolet, owned by Dale Earnhardt Inc., will carry the No. 8 during the 2008 NASCAR Sprint Cup season. Veteran Mark Martin and rookie Aric Almirola will co-drive the No. 8 Chevrolet with Ryan Pemberton handling the crew chief duties.

"We are thrilled to be associated with the United States Army and representing our men and women in uniform," said Max Siegel, president of global operations for Dale Earnhardt Inc. "The No. 8 has a long tradition in the Earnhardt family and it is only fitting that it will be showcased on the Soldiers' car that will be driven by Mark Martin, one of the most revered drivers

The U.S. Army Chevrolet, owned by Dale Earnhardt Inc., will carry the No. 8 during the 2008 NASCAR Sprint Cup season. Photo courtesy of Dale Earnhardt Inc.

in NASCAR history, and a young talent in Aric Almirola."

"As a proud partner of Dale Earnhardt Inc., the U.S. Army is honored to have the Soldiers' car carry the No. 8, which has a rich tradition and a remarkable Earnhardt family legacy," said Michael J. Sullivan, deputy director of marketing and advertising, assistant secretary of the Army for manpower and Reserve affairs. "We are excited about continuing the Army spirit in NASCAR and having Mark Martin and Aric Almirola driving the No. 8 Chevrolet."

Along with Martin and Almirola, DEI's driver lineup for the 2008 Cup season includes Martin Truex Jr., Paul Menard and Regan Smith.

Gold Badges

OCTOBER 2007

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SFC Jason English
SFC Carl Houseman

ALBANY

SFC Peter Adam
SSG Dorsi Cortney
SSG Derrick Jackson
SSG Clarence Jones II
SGT Dennis Berry
SGT Clarke McGraw
SGT Gervon Todd

CLEVELAND

SSG Kelly Hart
SSG Joshua McCowan
SGT Kellin Banks
SGT Nicholas Downey
SGT Timothy Moore
SGT Zachary Flick

COLUMBIA

SFC Zenaid Magallanes-Villarreal
SFC Sadie Straughter
SSG Jonathan Cole
SSG Brandon Connor
SSG Damien Evans

COLUMBUS

SSG Michael Cosby
SSG Robert Plank
SGT Daniel Burke
SGT Brian Richardson
SGT Anthony Turner

DALLAS

SFC Travis Tolliver
SSG Victor Aguiler
SSG Earl Bundy
SSG Ovie Webster
SSG Blake Wilson
SGT Robert Cotner
CPL Phillip Leal

DENVER

SSG Nicholas Drummond

DES MOINES

SSG George Harrison
SSG Jamie Seymour
SSG Eric Slough
SGT Richard Cabbage
HEADQUARTERS CHAPLAIN
MAJ Timothy Montgomery
CPT Mark Perkins
SSG Yuri Johnson

HOUSTON

SSG Mark Guevara

LOS ANGELES

SFC John Adams
SSG Homer Brown
SSG Joseph Hand
SSG Manuel Rivera
SGT Gerardo Salazar
SGT Michael Wotring

MIAMI

SSG Sandy Cornelio
SSG Christopher Ortega
SSG Craig Scrivener
SGT Jermaine Martin

MID-ATLANTIC

SFC Charles McCorkle
SSG James Sims
SSG Joseph Torriero
SGT Ann Doctor

NASHVILLE

SFC Tyler Brown
SSG Orgeeba Harvin
SGT Christopher Mann
SGT Dremeia McDaniel

NEW ENGLAND

SSG Brian Fowkes
SSG Kevin Reynolds
SGT Danile Gore

RALEIGH

SSG Thomas Gilmore

SAN ANTONIO

SFC Alejandro Garcia
SFC Christopher Luera
SGT Oscar Lopez
SGT Kenneth Sineath

SALT LAKE CITY

SSG Danny Britt
SSG Russell Buckwalter
SSG Richard Gregory

SSG Jose Sevilla
SGT Brian McBride
SGT Troy Springer
SGT Nicholas Tibbs

SEATTLE

SSG Kevin O'Brien
SGT Benjamin Bowe
SGT Damian Davis

SOUTHERN CALIFORNIA

SFC Nathaniel Williams
SSG Martin Cardenas
SSG Roy May
SSG Antonio Roman
SGT Dewey Calhoun
SGT Bryan Clott
SGT Cornelius Cowart
SGT Brent Osgood
SGT Richard Santana
SGT Cathy Zimmerman
CPL Jon Siedlik

Rings

OCTOBER 2007

**2ND MRB**

SFC Tamiko Brown

ALBANY

SFC Tony Foskey
SFC Justin Musson
SFC Robert Ponte

ATLANTA

SFC David Blair
SSG Jason Laser
SSG Kevin Boswell
SSG Ryan Turner

BALTIMORE

SFC Antoinette Ford
SFC Gregory Heller
SFC Jessica Lapointe
SFC David Richards
SFC Anita Tillery
SSG Robert Beresford II
SSG Troy Lee
SSG Sinanli Ouattara

BATON ROUGE

SFC Lovie Loyd
SSG James Holomon
SSG Kedric McDonald
SSG Kelton Noce
SGT Johnny Branch
SGT Scott Mears

CHICAGO

SSG Steven Rosen

COLUMBIA

SFC Steven Barber
SSG Gerald Benton
SSG Patrice Cole
SSG Bobbie Ryans
SGT John Tate

COLUMBUS

SFC Anthony Battista
SSG William Hudson
SSG Chontrelle Sturdivant
SGT Justin Ellis
SGT Jabari Swinton
SGT Danny Torres-diaz

DALLAS

SFC Casey Jones
SFC Clint Mooseman
SFC Christopher Taylor
SSG Karen Bryant
SSG Nicholas Scheuring
SGT Thomas Lerchenfelt
SGT Edward White

DENVER

SFC Scott Farrell
SSG Jerome Davis
SGT Samuel Tinker

DES MOINES

SFC Timothy Jung
SSG Michael Arwood

SSG Michael Cole
SSG Edward Moore
SSG Michael Raab

HOUSTON

SSG Michael Claussen
SSG Monte Cornelius
SGT Marc Pritchard
SGT Leif Johnson

INDIANAPOLIS

SFC Denise Butler
SFC Joseph Caito
SFC James Jensen
SFC David Maynard
SSG Kenneth Graves
SSG Denver Gillham
SSG Melissa Holstein
SSG Alan Lowe
SSG Andre Moxley

JACKSONVILLE

SFC Jorge Bermudez
SFC Marvin Jones
SSG Anton Broaders
SSG Brandon Cooley
SSG Wesley Harrell
SSG Ramon Jackson
SSG Clinton Logan
SSG Dairel Newton
SSG Jason Storm
SSG Patrick Thomas
SSG Samuel Woodall
SGT Michael Dupree

KANSAS CITY

SSG David Hasenfratz
SSG Howard Midgley
SGT Erich Schorr

LOS ANGELES

SGT Douglas Crawford

MIAMI

SFC Jorge Mendez-Fuentes
SFC Phillip Medina
SSG William Bonilla
SSG Kenneth Burgess
SSG Ismael Gonzalez
SSG Wilson Gonzalez
SSG Randolph Muentes
SSG Brian Primmer
SSG Luis Rodriguez-Rosado
SGT Kenneth Hilliard
SGT Christian Tuesta-Lopez

MID-ATLANTIC

SFC Fritz Chatelier
SFC Herbert Miles
SSG Torey Coward
SSG Wayne Floyd

MILWAUKEE

SFC Sharla McCrory
SFC Rodney Parks

Rings (cont.)

SFC John Williams
SSG Marc Eltringham
SSG Jason Hickman
SSG James Luevano
SSG Sean Morgan
NEW ENGLAND
SFC Scott Arispe
NEW YORK CITY
SFC Charles Jenkins
SFC James Johnson
SSG Norman King
SGT Alisha Guffey
OKLAHOMA CITY
SSG Tariq Miller
PORTLAND
SFC David Cruz
SFC Isaac Cullum
SFC Ricky Nobles
SSG Ryan Hoffman
SSG William Malpass
SSG Christopher Primrose
SSG Bryan Zacher
SGT Robby Carlson
SGT Junior O'Brien
RALEIGH
SFC Jamie Bailey
SFC Andrew Breaux
SFC David Nile
SFC Cheri Thayer
SSG Thomas Boyle
SSG Anthony Scott
SGT William Haskett
SACRAMENTO
SSG Darrell Smith
SGT Billy Anderson
SALT LAKE CITY
SFC Joshua McElroy
SSG Jason Hyde
SGT Anthony Grimando
SEATTLE
SFC Wesley Hastings
SFC Robert Mooney
SFC Francisco Prado
SFC Michael Robison
SSG Joseph Williams
SOUTHERN CALIFORNIA
SFC Martin Contreras
SSG Seth Babcock
SSG Hugo Echevarria
SSG Christopher Langseth
SGT Adam Diehl
ST. LOUIS
SGT Thomas Flowers
SYRACUSE
SSG Jeremy Horn
SSG Christine Mileski
SSG Michael Pollard
SGT Kevin Douglas
SGT David Gedamoske
SGT Timothy Payne

Morrell Awards



OCTOBER 2007

2ND MRB

SFC Jeff Capps
SFC Dwight Rodriguez

3RD MRB

SFC Aaron Keisler
SFC Loren Mason

6TH MRB

SFC Robert Franke
SFC Gene Steger
SSG Steven McKeag

ALBANY

SFC Gregory Lauzon
SFC William Williams

ATLANTA

SFC Douglas Schwab
SFC Cheryl Watson
SSG Tony Lovett

BALTIMORE

MSG Eli Smith
SFC Charles Myers
SFC John Payne Jr.
SFC Pierre Short

BATON ROUGE

SGT Lindy John

COLUMBIA

SFC Kenneth Mayes
SFC Brian O'Leary

COLUMBUS

SFC Jeffery Houseworth
SSG James Betty
SSG John Renner

DALLAS

MSG Robert Howell
SFC James Williams
SSG Jeffery Brown
SSG Khristopher Carr
SSG Winston Castillo
SSG Antonio Hulbin

DENVER

SFC Bryan Miller
SSG Joshua Carter

HOUSTON

SFC Troy Howell
SGT Bret Shank

DES MOINES

SFC Chad Hamilton
SSG Andre Couture

INDIANAPOLIS

SFC Charles Fester
SFC James Guevarra
SSG Jason Sauder
SGT Matthew Monroe

JACKSONVILLE

SFC Jeffery Peterson
SSG Michael Burich
SSG Antwain James
SSG Sean O'Brien
SSG Lina Restrepomesa
SSG Kimberly Wells
SSG Gregory Zook

KANSAS CITY

SFC Jason Gurney
SFC Mark Rowe
SSG Jason Allman
SSG John Chaplain

LOS ANGELES

1SG Arturo Ramos-Martinez

MIAMI

SFC Tarleith Brown
SFC Victor Rios Valentin
SSG Darwin Rivera

MILWAUKEE

SFC David Chorney
SFC Andrew Diedrick
SFC Steven Morrison
SFC Abimelec Rivera
SFC John Williams
SFC Richard Wood
SSG Nathan Froese

NASHVILLE

SFC John Sevanick

NEW ENGLAND

SSG Winston Williams
SGT Adam Folger

NEW YORK CITY

SFC Crystie Blue

PORTLAND

SFC Joseph Cruz
SSG Richard Dreher
SSG Christopher Francis
SSG Marcus Roberts

RALEIGH

SFC James Bellamy
SFC Carl McCord
SFC Latorrie Smith

SALT LAKE CITY

SFC David Campbell
SSG Joseph Burgess

SEATTLE

SFC Matthew Milenkovic

SOUTHERN CALIFORNIA

SSG Edward Willis

SYRACUSE

SSG Scott Hollenbeck

79R Conversions

OCTOBER 2007

BECKLEY

SSG Matthew Bittenbender

COLUMBIA

SSG Raharda Eaddy

DALLAS

SGT Joshua Wilcox
SSG Charles Franklin
SSG Thomas Pistulka
SSG Timothy Ratley

DENVER

SGT Jason Angle
SSG Chris Hubbard

HOUSTON

SSG Joe Flores
SSG Ramon Lopez
SSG Daniel Schramm
SSG Jeromia Williams

INDIANAPOLIS

SGT Joel Krueger
SSG John Adams
SSG Michael Lamm

LOS ANGELES

SSG Dennis Tucker
SSG Robert Buensuceso
SSG Damion Elliott

MID-ATLANTIC

SGT Earl Malick

MONTGOMERY

SFC Daniel Moore

NEW ENGLAND

SSG Justin Kitchin
SSG Michael Seery

OKLAHOMA CITY

SFC Christopher Jobe
SSG Michael McDonald

SACRAMENTO

SGT Clinton Wilson
SSG Darek Williams

SALT LAKE CITY BN

SGT Anthony Abell

SAN ANTONIO BN

SSG Richard Conner

SEATTLE BN

SGT Damian Davis

SORB

SFC Thomas Krell

ST. LOUIS

SFC Seschaun Taft

SYRACUSE

SGT Neil Todaro
SSG Byron Higginbotham
SSG Joseph Kishel

1. What two things must a recruiter do to start the Army interview?

- a. Identify or establish the prospect's goals and motives
- b. Create a course of action that will meet the true goals of the prospect quickly and proficiently.
- c. State the purpose of the meeting and establish the role of the prospect during the interview.
- d. Determine qualifications for the jobs the prospect is interested in.

2. What is the pay grade for the cadets in the Simultaneous Membership Program during unit training assemblies?

- a. E-5
- b. O-1
- c. E-1
- d. E-4

3. Which piece of the recruiting operations plan provides leaders with necessary information to identify and locate their market?

- a. Prospecting
- b. Training
- c. Processing
- d. Intelligence

4. The Army is in competition for the service of America's youth. The primary competitors are:

- a. teachers, counselors and community leaders
- b. Navy, Air Force, Marines and Coast Guard
- c. parents, spouses and centers of influence
- d. postsecondary schools, industry and other military services

5. Each OCS applicant must submit a minimum of three and up to _____ letters of reference attesting to the applicant's character, leadership and other traits.

- a. four
- b. six
- c. nine
- d. three

6. What are the five areas of emphasis that are the foundation for successful recruiting activities?

- a. Prospecting, market planning, communicating, public relations and followup
- b. Prospecting, interviewing and counseling, processing applicants, maintaining Future Soldiers and followup
- c. Prospecting, market planning, interviewing and counseling, processing applicants and public relations
- d. Prospecting, interviewing and counseling, processing applicants, maintaining Future Soldiers and market planning

7. What are the four critical skills that build upon leadership competence?

- a. Interpersonal, conceptual, technical and tactical
- b. Interpersonal, conceptual, strategic and tactical
- c. Comprehensive, conceptual, strategic and tactical
- d. Interpersonal, strategic, technical and tactical

8. The Army's target market is defined as:

- a. High school seniors who score 50 or higher on the AFQT
- b. College students who score 50 or higher on the AFQT
- c. College graduates who score 50 or higher on the AFQT
- d. 17- to 24-year-old males who possess a high school diploma and score 50 or higher on the AFQT

9. Which of the following levels of leadership is considered face-to-face or first-line leadership?

- a. Strategic
- b. Organizational
- c. Direct
- d. Indirect

10. Even during ad hoc counseling, leaders should address what four basic components of counseling?

- a. Interaction, opening the session, Army values, feedback
- b. Military bearing, interpersonal tact, discussing the issues, judgment
- c. Opening the session, discussing the issues, developing a plan of action, recording and closing the session
- d. None of the above

11. The leading category of core leader competencies includes which of the following?

- a. Leads by example
- b. Professional growth
- c. Competitiveness
- d. Delegation of authority

12. Each applicant's forms and original documents will be reviewed by a designated individual, as directed by the commanding general, USAREC, for completeness and accuracy before forwarding the packet to _____.

- a. Battalion
- b. MEPS
- c. USAREC
- d. None of the above

The answers to this month's test can be found on the next page.

Mission Box

The Achievements of One that Contribute to the Success of the Team



1st Brigade



2d Brigade



3d Brigade



5th Brigade



6th Brigade

October Fiscal Year 2008

Top Regular Army Recruiter

SSG Joseph Larson
Syracuse

SFC Natalie Jackson
Raleigh
SFC Rodney Bost
Nashville

3d Brigade is testing the
Team Recruiting Concept

SFC Jose Barriga
Houston
SFC Alejandro Garcia
San Antonio
SSG Shaun Furr
Dallas
SSG Jose Rios
San Antonio

SSG Michael Stribling
Southern California

Top Army Reserve Recruiter

SFC Jeffrey Klimek
Syracuse

SGT Leland Harford
Columbia

SFC John Dotson
St. Louis

SSG Joseph Ventura
Southern California

Top Large Station Commander

SFC Daryl Williams
State College
Harrisburg

SFC John Wallace
Tallahassee
Columbia

SFC Jacques Vercautrin
Walzem
Dallas
SFC William Walter
Mesa
Phoenix

SFC Neil Julliete
Denver
Denver

Top Small Station Commander

SFC Michael Stacey
Wurzburg
Albany

SSG Nicholas Perample
Morehead
Nashville

SSG Ross Cox
Dumas
Dallas
SSG Daniel Wilhite
St. Roberts
St. Louis

SFC Lynn Ellsworth
Boise State (OCR)
Salt Lake City

Top Company

Richmond Company
Beckley Battalion

Valdosta Company
Jacksonville Battalion

Little Rock Company
Oklahoma City Battalion

Sacramento Valley Company
Sacramento Battalion

Top AMEDD

Military District of Washington

Raleigh

Columbus

Houston

Seattle

Answers to the Test

1. c. UM 3-01-1, para 39
2. a. USAREC Pam 145-1, para 2-3b
3. d. UM 3-01 pg C-4 para C-5
4. d. UM 3-0 page 3-2 para 3-8
5. b. USAREC Reg 601-91 chap 2-2(8)
6. b. UM 3-01 pg 1-3 para 1-6
7. a. UM 3-0 para 1-6
8. d. UM 3-0 page 3-4 para 3-19
9. c. FM 6-22 pg 3-7 para 3-35
10. c. FM 6-22 pg B-12 para B-52
11. a. FM 6-22 pg 7-3 para 7-2
12. b. AR 601-210 para 2-13

UNIVERSITY OF FLORIDA



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Season's Greetings